

Handling Group Problems

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Lack of Participation

Possible Causes

1. Members may not understand goals
2. Members may feel insecure
3. More aggressive members may not give others an opportunity to participate
4. Members may not know how to participate
5. Members may not be interested in a particular activity
6. Meeting time may not fit members' other responsibilities



Lack of Participation

Suggested Solutions

1. Make sure members have a part in goal setting
2. Make sure members have a part in planning programs and activities
3. Try to let each member serve in a role that will be a challenge in which he/she will succeed
4. Be sure to teach members how to perform role or assignment if they don't know how
5. Provide opportunity for younger, inexperienced members to serve on a committee where they can gain experience before giving them a big assignment



Lack of Participation

Suggested Solutions

6. Promote a friendly, helpful group spirit where no one laughs at or ridicules a person who "goofs"
7. Keep lines of communication open
8. Develop a group goal of "everyone participates"
9. Change meeting time to suit needs of group



Lack of Interest in Program

Possible Causes

1. Members do not identify their personal goals with those of the program
2. Members may have had little part in planning the program
3. Members may not find a satisfying role in carrying out the program



Lack of Interest in Program

Suggested Solutions

1. Involve members in setting group goals
2. Involve members in planning programs they want
3. Involve members in carrying out the program. They need challenging responsibilities that they can carry out successfully
4. Give members recognition for their contributions



Lack of Qualified Leaders

Possible Causes

1. Parents and other people may not know that the club is carrying out a worthwhile program
2. The community may not be aware of the needs of the group
3. The group may make leaders feel unwanted
4. Poor judgment may have been used in selecting leaders
5. A full explanation of what is expected of the leader or what is expected of the parent may not have been given during the recruitment process



Lack of Qualified Leaders

Possible Causes

6. Leaders may not know how to fulfill their responsibilities
7. Leaders may be insecure and are seeking prestige.



Lack of Qualified Leaders

Suggested Solutions

1. Improve group public relations by carrying out programs, projects and activities that will be recognized as worthwhile in the community
2. Discuss the roles of adult leaders and what is expected of them before contacting prospects
3. Point out the importance of selecting mature, well adjusted adults who understand the problems of young people
4. Let the adults know what is expected of them and that the group pledges its cooperation and support



Lack of Qualified Leaders

Suggested Solutions

5. Arrange leader training if leaders need specific training or orientation to carry out their responsibilities
6. Encourage members to express their thanks and appreciation to the adult leader frequently
7. Encourage members and officers to talk over problems with the adult leaders as soon as they develop
8. Have programs for parents and others to acquaint them with the accomplishments of the group



Membership

Possible Causes

1. Some people may not know about the group, what it does, who may belong or join
2. Present members may be cliquish and fail to welcome prospective or new members
3. The program may not be of interest to current or prospective members
4. Some members may not have a way to get to meetings



Membership

Suggested Solutions

1. Strive to improve atmosphere – make it warmer, more friendly
2. Make a list of prospective members and extend friendly, personal invitations
3. Invite prospects to go to a meeting with you
4. Make sure that present and prospective members understand the purposes of the group
5. Involve members in planning a program to attract them
6. Give members responsibilities so they will have a role in the organization and feel important to the group



Membership

Suggested Solutions

7. Give members recognition for what they do
8. Make members feel liked and wanted
9. Publicize the program and activities
10. Arrange car pools if transportation is a problem.



Disorderly Meetings

Possible Causes

1. Group has fallen into bad habits
2. Some members do not feel a part of the group
3. Some members feel insecure and strive for attention
4. The group has cliques
5. Members may lack interest in the group or program
6. Members may not know what is expected



Disorderly Meetings

Suggested Solutions

1. Discuss problems with members.
2. Encourage members to state their expectations
3. Hold training school for members, leaders, and officers if increased knowledge or skill is needed
4. Change meeting to if it doesn't fit the group
5. Involve group in planning a more interesting programs if that seems to be the problem
6. Open with the most attractive part of the program – starting with some recreational activities



Poor Group Relationships

Possible Causes

1. Individuals may not understand their own motivation or that of others
2. Individuals have not learned to distinguish between differences in ideas and differences between personalities
3. Individuals may feel insecure and, therefore, are excessively shy or aggressive



Poor Group Relationships

Suggested Solutions

1. Build self-confidence and feelings of worth by focusing on each member's assets and strengths
2. Let the members know their worth. Recognize improvement and effort
3. Focus on the member's ability to manage his/her life and make decisions. Do not anticipate failure
4. Focus contributions
5. Accept members as they are. Don't make approval and acceptance dependent on their behavior
6. Work to develop mutual understanding and trust between members and leaders.


